



Flathead Job Service Employers' Committee

September 2005 Minutes
The Summit on the top of Big Mountain
9-8-2005

Attending

Members: Terry Mitton, *City of Kalispell*; Karen Dellwo, *First Interstate Bank* - Polson, Lake County JSEC Chair & Regional JSEC Representative; Jodi Smith, Flathead Valley Community College; Kayleen Rash, *Plum Creek Timber Co.*; Shannon Brittenham, *Putman & Assoc.*; Robin Roush, Maggie Conry, *Glacier Bancorp, Inc.*; Jerry Brobst, *Flathead Electric Co-op.*; Richard Griffin, *CenturyTel*; Kris Carlson, *Intrepid USA Healthcare*; Allen Whitehead, *CFAC*; Patti Gregerson, *Kalispell Chamber of Commerce*; Barbara York, *TeleTech*; Warren Dobler, *Big Mountain*; Patti McCubbins, Virginia Sloan, Pat Hulla, Mike Shoquist, Debra Krantz, Bill Nelson, Mora McCarthy, *Flathead Job Service Workforce Center*. Guest: Thea Roach, *Glacier Bank*, Whitefish

Welcome

Kris Carlson, Chair, called the meeting to order at 3:00 pm. She welcomed new members: Terry Mitton, Karen Dellwo, Maggie Conry, Patti Gregerson, Kayleen Rash, Barbara York and Thea Roach, guest.

Introductions were made and May 2005 minutes were approved.

Guest Speaker

Dave Lawrence was introduced as our guest speaker. Dave is the Operations and Development Manager for WinterSports, Inc. He reported on the progress of the Big Mountain road expansion and improvement with reconstruction expected in 2007.

Winter Sports, Inc. has new board members who are committed to developing and expanding the village area with both commercial and residential development. Projects under design and/or construction include:

- Condo/Hotel with convention facilities
- Expansion of the Outpost
- Residential building

Warren Dobler reported that they have had difficulty filling many of their seasonal positions because of the low unemployment rates and competition for talent. They are currently recruiting employees for their winter ski season.

Financial Report

Treasurer, Margaret LeKander was absent. Bill Nelson reported the checkbook balance of \$3398.63. The two major expenses over the summer were Mike Shoquist's SHRM national membership (\$160) and Virginia's Montana Economic Development Association (MEDA) membership (\$100).

Old Business

None

New Business

Tapping into your talents. Kris asked the committee members to consider participating in one of three areas of development for the organization:

1. Education
2. Membership
3. Meeting Program & Hosting

New Business *continued*

The goal is to share talents and have some input from JSEC members on content of the meetings and structure so that it's a constant learning experience. It was noted that the committee has strong representation from larger businesses and employers and there should be recruitment from the smaller businesses who might find value in JSEC meetings. A sign up sheet was sent around asking for participation.

Committee assignments included:

Education:

Allen Whitehead, Chair
Jodi Smith
Kayleen Rash

Membership:

Denise Smith
Patti Gregerson
Terry Mitton

Meetings & Programs:

Kris Carlson
Richard Griffin (Grif)

Training Update

Bill Nelson reported on statistics of summer employment stating the Job Service has over 500 active employers seeking employees and some of those business are hiring multiple employees. For example, TeleTech has over 100 job openings that aren't reflected in those numbers.

Mora reported on the new Brown Bag schedule for the fall semester. Because of the success of this program, it has been temporarily relocated to The Summit in the Kalispell Regional Medical complex. These programs will dovetail with FVCC classes offering a more in-depth learning experience.

The topics for the semester are:

Date	Facilitator	Topic
September 14, 2005	Kristin Donahue	They Don't Get it! Communication is the Key
October 12, 2005	Warren Tolley	A Day in the Life of Human Resources
November 8, 2005	Allen Whitehead	Oh, Now I Understand! Providing Effective Feedback
December 14, 2005	Jodi Smith Bill Nelson	All Kidding Aside– Harassment in the Workplace

Jodi Smith shared FVCC's business training schedule for the semester and shared specifics about allied health programs being offered through the college.

Kris Carlson complimented FVCC on their response to the business community on workforce training.

Denise Smith talked about Senator Burns' Woman's conference in Missoula. They had a keynote speaker who shared her unique story of going from "Homeless to Harvard". Denise said she had a very compelling message.

Virginia reported on a new format for the Small Business Start up classes. Starting this fall each class will focus on a particular topic. The schedule is as follows:

The Business Plan - 1st Tuesday of each month

Facilitated by Bruce Sneddon, Chair, SCORE

Marketing & Government Contracting - 2nd Tuesday of each month

Facilitated by Doug Bolender, Kalispell Manager, Procurement Technical Assistance Center

Financing Your Business - 3rd Tuesday of each month

Facilitated by Lad Barney, Director, Small Business Development Center

Your Human Resources - 4th Tuesday of each month

Facilitated by Virginia Sloan, Business Advocate, Flathead Workforce Center

Each session will be held at the Flathead Regional Business Center at the cost of \$10 per participant.

School District 5 is in the process of planning curriculum for the new Glacier High School. The administration has extended a hand to the business community to help in the development of programs to meet the needs of the economy. Virginia attended a Career Clusters Conference in Phoenix, AZ with representatives from FVCC, School District 5 and other businesses to learn about opportunities to create partnerships between business and education so skills being taught K-14 have relevancy to the workforce needs of the community. The key note speaker was Ed Barlow, Jr, a futurist who offered thought-provoking insights on the economy of the future and how business and education need to align themselves to remain competitive and on the cutting edge.

The school district has invited Barlow to work with the Kalispell School district on Friday, September 16th. The business community has been invited to participate in this working session. Virginia encouraged JSEC members to attend the presentation and participate in the follow-up break out session working with the teachers. There is no cost to attend. For more information and to register call the Kalispell Area Chamber of Commerce at 758-2800.

Karen Dellwo, the newly appointed State Regional JSEC representative, was a guest of our Flathead JSEC meeting. She discussed attending the Statewide Managers/JSEC meeting in Glasgow in May as the Polson JSEC representative." She said the keynote speaker, Steve Beck had a lively and engaging presentation on Customer Service skills which she found valuable for her business. The group traveled to Glasgow via Amtrak and everyone agreed the event was worthwhile and a fun event. She encouraged JSEC members to consider attending next year in Anaconda. MT.

Patti McCubbins talked about the success of the Job Service partnerships with employers conducting Job Fairs. It has been beneficial for both to help access talent for businesses. Mike shared that the *Prove It!* testing was now a statewide service and asked for testimonials from businesses who have used the tests as a screening tool.

Kris Carlson requested a training session for businesses to understand how to input their own job orders in Montana Works. Allen Whitehead asked for assistance with screening tools. The staff will design a training session to assist with companies wanting to recruit via the state system and highlight best practices from companies that have developed successful online recruiting and application procedures.

Next meeting will be held at the Flathead Workforce Center on Thursday, October 20, 2005 noon to 1:30pm. Shannon Brittenham will host a program on *Risk Management*.

As a reminder, bring \$5 for a catered lunch.